



SAFEGUARDING POLICY

Date : 01/09/2017

Intention

This policy applies to all staff, including managers, paid staff, volunteers/ seasonal workers, agency staff, apprentices, students or anyone working on behalf of Impamark

The purpose of this policy is:

- To protect children and young people who are in our employ
- To provide staff and volunteers with the overarching principles that guide our approach to safeguarding

Impamark believes that a child or young person should never have to experience abuse of any kind. We have a responsibility to promote the welfare of all children and young people and to keep them safe. We are committed to practice in a way that protects them.

Legal Framework

This policy has been drawn up on the basis of law and guidance that seeks to protect children, namely:

- Children Act 1989
- United Convention of the Right of the Child 1991
- Data Protection Act 1998
- Sexual Offences Act 2003
- Children Act 2004
- Protection of Freedoms Act 2012
- Relevant Government guidance on safeguarding children

We recognise that:

- The Welfare of the child is paramount, as displayed in the Children Act 1989
- Some children are especially vulnerable due to the impact of previous experiences, their level of dependency, their communication needs or other issues
- All children regardless of their age, disability, gender, race, religious beliefs, sexual orientation or identity, have the right to equal protection from harm
- Working in partnership with young people, their parents, vulnerable adults, carers and other

agencies is essential in promoting the welfare of those we need to protect

We will aim to keep children safe by:

- Valuing them, listening to them and respecting them as individuals
- Implementing thorough procedures and a code of practice for staff and volunteers which adopts child protection best practices
- Developing and implementing an effective IT policy
- Providing effective management for all staff and volunteers through supervision, support and training
- Recruiting staff and volunteers using safer recruitment best practice, ensuring all necessary checks are completed
- Sharing information about child protection and good practice with children, parents, staff and volunteers
- Sharing concerns with relevant agencies and involving parents and children appropriately
- Informing visitors of Impamark's policies and safeguarding expectations when necessary

We are committed to reviewing our policy and good practice annually

Nicky Crisp - Managing Director